

SALES

Z 112



PR 88

DIMENSIONS	Z	PR
Verbal Reasoning	102	60
Processing Speed	119	97
Self-Confidence	116	95
Customer Orientation	108	80
Work-related Achievement Motivation	102	60
Task Orientation	93	23
Initiative	115	94
Social Competence	117	96
Emotional Stability	110	84

Z (Z-Score): Standard score in value range 70-130 (M=100, SD=10); PR (percentile rank): Share in reference group with a score that is at most as high. For more information on result interpretation, see the last page of this report. Please note that understanding the indicators in this report is a prerequisite to interpret results properly.

Verbal Reasoning

Z 102  PR 60

Verbal reasoning measures the extent to which a person can understand complex verbal content and relate information contained therein. A high level of performance in this area indicates that text-based information can be processed appropriately and that the correct conclusions can be drawn on this basis.

Compared to most other candidates, the candidate achieved an average result in the dimension Verbal Reasoning. He/she found it largely easy to grasp complex verbal information and to relate it to each other. He/she often correctly understands demanding verbal statements and usually deduces logically logical consequences from them.

Processing Speed

Z 119  PR 97

Candidates who process information rapidly and accurately finish routine jobs quickly and correctly. Their working style is efficient and appropriate.

According to the test results, the candidate grasps new things extraordinarily quickly. He/She can generally focus very well and gathers information very quickly and precisely. His/her method of working is thorough, quick, and appropriate.

Self-Confidence

Z 116  PR 95

Self-Confidence describes a person's level of trust that she or he will master given tasks and challenges, reach his or her goals and has all the skills needed to be successful. Candidates with high scores in this dimension are marked by a pronounced sense of being personally responsible for their successes, personally determining their actions, and trying to reach their goals. They are full of positive energy and will not be discouraged by failure.

According to his/her test score, the candidate is aware of his/her capabilities and appears self-confident. He/She does not get discouraged by obstacles or difficulties, but looks for alternative solutions instead. The candidate can benefit from this personal strength for example in management activities or in situations with customers and co-workers.

Customer Orientation

Z 108  PR 80

Customer orientation manifests itself in the ability to identify a client's needs and expectations and the attempt to satisfy those needs. Candidates with high scores in this dimension actively approach others and offer their help. They provide information and explanations and are eager to establish a trusting relationship with their customers. Providing good service is important for them in terms of their professional success.

Kim Meyer finds it easy to identify the needs and expectations of customers and colleagues. He/She actively approaches other people and enjoys providing others with information and explanations. Customer satisfaction takes top priority for the candidate, but in doing so, he/she never forgets to keep the company's interests in mind. This way, he/she handles even difficult transactions with customers successfully.